

## **Anti-racist Literacy Workshop**

Provided by Usawa Consulting, L.L.C.

**...it is not difference which immobilizes us, but silence. And there are so many silences to be broken.” Audre Lorde (1977, 1980)\***

Anti-racist work begins with awareness and analysis of the problem of racism. Understanding the problem and the concepts around racism, xenophobia, and anti-blackness provides important tools for learning and talking about racism. It is increasingly evident that many of us don't know how to talk about racism, let alone how we can change the racist systems, practices, and policies that are embedded within our culture and institutions.

This workshop series is for individuals and organizations who are interested in understanding racial inequity and want to take action to dismantle White supremacy from within themselves and the culture around them. The curriculum was developed collectively by a team of Black, Indigenous, and White educators and community organizers in Jefferson County with the goals of creating a more equitable, welcoming, and accountable community. These workshops center on racism with the understanding that by liberating BIPOC we liberate all people.

Our workshops are framed by Barbara J. Love's Development of a Liberatory Consciousness Model. In that way, we attempt to take participants through the process of increasing awareness, developing analytical skills and strategies, learning ways to take action, and establishing relationships that will help participants be accountable allies (accomplices) for marginalized people.

### **Objectives of the workshop series:**

1. Understand the impact of systemic oppression on maintaining White, male, heterosexual privilege.
2. Develop an understanding of how systemic oppression and characteristics of White supremacy maintain advantages and privileges for some groups and inhibit diversity, equity, and inclusion.
3. Cultivate analytic skills and expand understanding of racial inequality.
4. Develop tools for generative dialogue around racism.
5. Grow authentic anti-oppression identity, organization, and culture in Jefferson County and beyond!

These 8 sessions will be 2 hours long for a total of 16 hours of virtual in-person workshop time. There are about 2 hours of reading, viewing, listening, and reflection assignments before each session to aid in the process.

## **8 Sessions at 2 hrs each (16 hrs of virtual in-person work)**

**Begins: TBD**

**Ends: TBD**

**Session 1:** Setting intentions and framework: Getting to know each other; Setting ground rules for our conversation; Establishing expectations for our group work; Understanding how we can develop an anti-racist consciousness with the help of Love's Model of Libratory Consciousness.

**Session 2:** Introducing concepts: Understanding the terms/words often used in anti-racist work; Distinguishing between the four different types of racism; Understand how and why racism is maintained; Understand the role of dehumanization and violence in maintaining racist systems; Discuss our motivation for dismantling racist systems and institutions.

**Session 3:** Whiteness in the U.S. privilege, and policy: Examine some of the ways White privilege is systemic and institutionalized; Begin to understand how White supremacy becomes White body supremacy and the trauma associated with it; Understand the characteristics of White supremacy culture and the impact it has on us and organizations.

**Session 4:** Internalization of the characteristics of White supremacy: Continue our examination of White supremacy culture.

**Session 5:** Anti-racism and decolonization: Begin to understand colonization and how pervasive it is; Develop an understanding of the meaning of decolonization and how it happens; Explore the relationship between anti-racism and decolonization.

**Session 6:** How to be an anti-racist non-profit organization; Non-profits relationship to capitalism and the state; Paternalism and other characteristics of White supremacy in non-profits; Why grassroots organizations matter; Understanding the problem with the philanthropy economy model.

**Session 7:** Effective allyship and accountability: Begin to understand what allyship means; Make a plan for allyship; Make a plan for accountability; How to make mistakes and apologize; Where to go from here; Sharing resources for increasing awareness, analysis, action, and allyship/accountability.

**Session 8:** Continuing education and conversations: Strategies for talking about racism; What it means to be called out and how to respond; Understanding the cancel culture phenomena; Where to go from here; Sharing resources for increasing awareness, analysis, action, and allyship/accountability.

While we endeavor to stay on schedule during each session, we allow flexibility based on the needs of each group of participants. We go slow and allow space to process the information. We understand that the sense of urgency and need to check things off the list is an embedded

form of White supremacy and we challenge that by allowing some flexibility in the process.

Each workshop is co-facilitated by two people. While the facilitators have over 30 years of combined experience learning, teaching, and facilitating on the topic of oppression, we consider ourselves to be as engaged in the learning process as workshop participants. We acknowledge that learning and understanding oppression never ends and we actively engage in continued education about all forms of oppression. We work together to challenge within ourselves individually and in our relationships with others those characteristics of patriarchal White supremacy we have internalized and act out in our lives. It is our hope that we model this behavior and reflective engagement in the process to those around us.

### **Accessibility:**

We hope to meet the accessibility needs of each person who participates in our workshops. One way that we do this is by having homework that is available to anyone on the internet. We try to meet the needs of people who have different learning styles. Please let us know if you have accessibility needs that we haven't considered. While we can't make the workshop comfortable, we want it to be accessible. We want to work with you, so please let us know how we can help you learn and participate as best you can.

Slides will be made available before the workshop for those who need to read ahead and process before participating in each session. They can be printed out as a hard copy if that is helpful.

### **Timeline**

Workshops happen bi-weekly (every other week) for 2 hours over the course of 4 months. Participants should expect about 2 hours of homework on the weeks between our meetings.

### **Days/Times: TBD**

Liberatory work requires ongoing engagement and learning. It is not sustainable or effective to have a short workshop and then go about our business of living life as usual. It is our hope that each of us continues doing work in some way between and after sessions.

Participation in these workshops should be voluntary for anyone who attends. It is our hope that each participant is open to developing their liberatory consciousness. We are not willing to take on the task of convincing those, who are resistant to learning about racism, of the value BIPOC lives.

We will provide a basic (topical) outline and homework for each workshop at least one week prior to each session.

### **Expectations for Participation**

To make the best use of our time, workshops will happen on Zoom.

We recommend that you schedule the workshop on your calendar. If you need to set notifications for yourself to remember, that might be a good idea. If you are unable to attend your regularly scheduled session, you are welcome to participate in one of the other sessions

4

(for example, if you can not attend the morning session one day you can come into the evening session if that is available). We are available for one on one makeup sessions if you can't attend either session (see more details in the next section).

The slides that are shared in each session will be made available to you. The homework for the next session will be at the end of each slide presentation. While the information in these slides is gathered from public spaces, we ask that you respect the work of the workshop developer and not share or present this material to others.

We hope to facilitate a community of sharing. We will ask questions to generate conversation and we will sometimes ask you to read slides. If you have any concerns about this please let us know. Some participants might share personal information and open themselves up. We ask that you maintain the confidentiality of your cohort.

### **Missing and Make-up Sessions**

Each session builds upon the next, so it is important that you are present in the preceding sessions before moving on to the next. If you find you have a scheduling conflict or an unexpected event that interferes with your participation, please communicate with us and arrange a make-up session.

Out of respect for the intellectual and emotional energy of facilitators as well as their time, we ask that you pay \$75 for a make-up session. Most make-up sessions can happen in one to one and a half hours with one facilitator. You will need to schedule an appointment and prepay for the facilitator's time. Payment will be made directly to the facilitator through Paypal or Venmo.

4